

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
SETTLEMENT AGREEMENT

IN THE MATTER OF:

Starbucks Corporation

Case 19-CA-3001873

The undersigned Charged Party and the undersigned Charging Party, and Counsel for the General Counsel, in settlement of the above matter, and subject to the approval of an Administrative Law Judge for the National Labor Relations Board, **HEREBY AGREE AS FOLLOWS:**

POSTING OF NOTICE - Upon approval of this Agreement and receipt of the Notices in English from Region 19, the Charged Party will post immediately in conspicuous places in and about all its stores located in Area 10, including all places where notices to employees are customarily posted, and maintain for 60 consecutive days from the date of posting, copies of the attached Notice made a part hereof, said Notices to be signed by a responsible official of the Charged Party and the date of actual posting to be shown thereon.

DISTRIBUTION OF NOTICE BY TEXT MESSAGE - The Charged Party will send, via text message a copy of the signed Notice in English to the mobile phone numbers of all current and former employees who were employed at all its Area 10 stores at any time since August 1, 2022. The body of the message will read: “We are distributing the attached Notice to Employees to you pursuant to a Settlement Agreement approved by an Administrative Law Judge of the National Labor Relations Board in Case 19-CA-301873.” To document its compliance with this requirement, the Charged Party will e-file a copy of its distribution e-mail, with all the recipients’ e-mail addresses visible, along with a copy of the attached Notice and a fully completed Certification of Posting form, via the Agency’s e-filing portal at www.nlrb.gov.

COMPLIANCE WITH NOTICE - The Charged Party will comply with all the terms and provisions of said Notice.

BACKPAY - Within 14 days from approval of this agreement, the Charged Party will make whole the employees named below by payment to each of them for the amount of pay plus interest, with no withholdings from the interest portion of the backpay, they would have earned for the below-listed shifts for which they volunteered, which is not to exceed 6.5 hours per game at the applicable hourly rate of pay offered for Husky Cart shifts during the 2022 season.

- (b) (6), (b) (7)(C) [REDACTED]
○ (b) (6), (b) (7)(C) [REDACTED] 2022
- (b) (6), (b) (7)(C) [REDACTED]
○ (b) (6), (b) (7)(C) [REDACTED] 2022
- (b) (6), (b) (7)(C) [REDACTED]
○ (b) (6), (b) (7)(C) [REDACTED] 2022
○ (b) (6), (b) (7)(C) [REDACTED] 2022
○ (b) (6), (b) (7)(C) [REDACTED] 2022
○ (b) (6), (b) (7)(C) [REDACTED] 2022
○ (b) (6), (b) (7)(C) [REDACTED] 2022

- (b) (6), (b) (7)(C)
 - (b) (6), (b) (7)(C) 2022
 - (b) (6), (b) (7)(C) 2022
 - (b) (6), (b) (7)(C) 2022
 - (b) (6), (b) (7)(C) 2022
 - (b) (6), (b) (7)(C) 2022
- (b) (6), (b) (7)(C)
 - (b) (6), (b) (7)(C) 2022
 - (b) (6), (b) (7)(C) 2022
 - (b) (6), (b) (7)(C) 2022
 - (b) (6), (b) (7)(C) 2022
 - (b) (6), (b) (7)(C) 2022
 - (b) (6), (b) (7)(C) 2022
- (b) (6), (b) (7)(C)
 - (b) (6), (b) (7)(C) 2022
 - (b) (6), (b) (7)(C) 2022
 - (b) (6), (b) (7)(C) 2022
 - (b) (6), (b) (7)(C) 2022
- (b) (6), (b) (7)(C)
 - (b) (6), (b) (7)(C) 2022
- (b) (6), (b) (7)(C)
 - 1 game (did not specify which game)
- (b) (6), (b) (7)(C)
 - (b) (6), (b) (7)(C) 2022
- (b) (6), (b) (7)(C)
 - (b) (6), (b) (7)(C) 2022

SCOPE OF THE AGREEMENT- This Agreement settles only the allegations in the above-captioned case and does not constitute a settlement of any other cases or matters. It does not preclude persons from filing charges, the General Counsel from prosecuting complaints, or the Board and the courts from finding violations with respect to matters which precede the date of the approval of this Agreement regardless of whether such matters are known to the General Counsel or are readily discoverable. The General Counsel reserves the right to use the evidence obtained in the investigation and prosecution of the above-captioned case for any relevant purpose in the litigation of this or any other cases, and a judge, the Board and the courts may make findings of fact and/or conclusions of law with respect to said evidence.

AUTHORIZATION TO PROVIDE COMPLIANCE INFORMATION AND NOTICES DIRECTLY TO CHARGED PARTY — Counsel for the Charged Party authorizes the Regional Office to forward the cover letter describing the general expectations and instructions to achieve compliance, a conformed settlement, original notices, and a certification of posting directly to the Charged Party. If such authorization is granted, Counsel will be simultaneously served with a courtesy copy of these documents.

Yes 
Initials

No _____
Initials

PERFORMANCE - Performance by the Charged Party with the terms and provisions of this Agreement shall commence immediately after the Agreement is approved by the Administrative Law Judge.

NOTIFICATION OF COMPLIANCE - The undersigned parties to this Agreement will each notify the Regional Director in writing what steps the Charged Party has taken to comply herewith. Such notification shall be given within 5 days, and again after 60 days, from the date of the approval of this Agreement. Upon notification of compliance with the terms and provisions hereof and the filing of a motion to withdraw the Complaint and no motion in opposition thereto having been granted, the Administrative Law Judge shall issue an order approving the withdrawal of the Complaint and notice of hearing heretofore issued in this case, as well as any Answer(s) filed in response. Contingent upon compliance with the terms and provisions hereof, no further action shall be taken in this case.

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| Charged Party | | |
| By: | A John Harper II, Attorney | 6/13/23 |
| Name and Title | | Date: |
| Alex J. Garfield | | Date: |
| Counsel for the General Counsel | | 6/13/23 |

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| Charging Party | | |
| By: | Marina Multnup, Attorney | 6/13/23 |
| Name and Title | | Date: |
| Approved By: | | Date: |
| Administrative Law Judge National Labor Relations Board | | 6/13/23 |